



Stat Report 2018/24

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Victoria's health after 24 November

Saturday is officially voting day and we want to make sure that the next government is as committed to health care as we know you are. That's why we've reviewed the health policies of the major parties and in reviewing the policies we took into account their official platforms, their media releases and their recent statements about healthcare. We also looked at what they promised at the last election and how they advocated for healthcare since the last election.

The ALP has made health a major component of its election platform announcing a wide range of policies, including building a significant number of new hospitals. Here's a list of Labor's more significant promises:

- Build a new hospital at Footscray (\$1.5 billion)
- Build a new women and children's maternity hospital in Geelong
- Build 10 new community hospitals
- Build seven new early parenting centres and upgrade 2 existing centres
- Expansion of the RCH
- Establish separate children's EDs in 5 major hospitals
- Royal Commission into mental health
- Boost ambulance services

We know that when the LNP were last in government funding for public health stagnated. Given that there have been no substantial announcements made by the Liberal Party; we should assume that funding for healthcare will not be a priority. Under the LNP there was no additional funding put into public health and they outsourced vital clinical services.

When we considered the positions put by Labor and the Greens we found a commitment to healthcare, making access a priority and additional funding for essential health services.

It says a lot about the LNP's priorities when they refuse to detail how they'll make Victorians health better while attempting to grab headlines with 'announcements' but no clear signs about

how they will implement their announcements. They haven't committed to increasing funding for public health, hospitals or community health centres; they haven't committed to increasing funding to better deal with the mental health needs of Victorians; and they haven't committed to increasing pharmacist numbers to handle increasing workloads, responsibilities and demands. They haven't committed to build any new hospitals or expand the community health network.

The Liberals are expecting Victorians to be fooled by their late announcements about health which do not address the growing healthcare demands and needs of Victorians. If anything the Liberals are again attempting to short change us on healthcare and hoping we won't notice.

That's why it's absolutely vital that this election is the health election so if you haven't yet voted during the early voting period, make sure you think about your vote and put the Liberals last.

Paul Elliott
Secretary

AHP Annual General Meeting

Notice is hereby given that the Annual General Meeting for the Association of Hospital Pharmacists will be on 29 November starting at 1pm and will be held in Seminar Room 2, Function Centre, Royal Melbourne Hospital – 300 Grattan Street, Parkville

Bargaining Update

Community Sector

We have started discussions to finalise a draft enterprise agreement which we will distribute to members as soon as possible.

A detailed members report will be distributed shortly explaining the latest package offer. The package includes the following wage increases:

- 6.5% from 1 June 2018
- 3.5% on 1 February 2019
- 3.25% on 1 February 2020
- 2.0% on 1 February 2021

In addition, the public sector Grade 2 'uplifts' will apply.

A \$2,000 upfront lump sum payment is also offered. (pro rate for part time staff)

Australian Clinical Labs

Enterprising bargaining for a new agreement to cover scientists and technicians at Australian Clinical Labs is proceeding, clearly at a very slow pace.

The MSAV is pushing very hard for a wages offer and operative date for the first increase. We hope to get a response from ACL at the next meeting in early December.

If you have any questions please contact Matt Hammond at 9623 9623 or via email at matth@msav.org.au

Melbourne IVF

Negotiations remain ongoing with the major issues (along with wages and annual leave) being workload and staffing.

If you have any questions please contact Jimmy Cinar or Rosemary Kelly at our offices on 9623 9623.

Dorevitch

The Union is conscious that MSAV members are very anxious to hear Dorevitch's response to our demand that the HSU decision regarding wage increases flow to scientists and techs, and

from the same dates.

A meeting had been scheduled on Thursday 8th November for Ian McPhan to provide Dorevitch's response to our demand. He had earlier asked for time to consult with his Board, and that he would provide a response at the meeting on the 8th – we agreed. The meeting on the 8th November was cancelled because, we were advised, Ian McPhan needed more time to consult with his Board to determine a response to put to the MSAV.

Another meeting has been scheduled for Friday 30th November for Ian McPhan to advise Dorevitch's response.

The Union will update members with Dorevitch's response immediately after we receive it.

Ballarat IVF

The Ballarat IVF Agreement was voted up by members and is currently being assessed by the Fair Work Commission for approval.

Contact Rosemary Kelly or Jimmy Cinar on 9623 9625 for any further discussion.

Youth Justice (Caraniche)

Unfortunately the employer continues to obstruct bargaining at every opportunity and more recently did not allow the union's job reps to attend bargaining. They have refused to respond to the log of claims we have served and they did not disclose that other bargaining reps would be present.

And to prove how immature the management are at Youth Justice, they have engaged in petty one-upmanship by applying to the Fair Work Commission for good faith bargaining orders after we already had.

Currently we are waiting a listing date at FWC.

Relationships Australia

Negotiations are ongoing but frustratingly slow. The employer has not responded to any claims by the VPA or even put a wages position on the table. Even though bargaining has been going for 6 months.

Please contact Rosemary Kelly on 9623 9625 if you have any questions.



16 Days of Activism

Sunday 25 November 2018 is the International Day for the Elimination of Violence against Women and marks day one of the 16 Days of Activism. Each year, from 25 November to 10 December, World Human Rights Day, the 16 Days of Activism campaign calls for action against one of the world's most persistent violations of human rights – violence against women.

During the 16 Days of Activism, people around the world will unite to raise awareness about gender-based violence, challenge discriminatory attitudes and call for improved laws and services to end violence against women for good.

To end violence against women, we need to challenge the attitudes that perpetuate, rationalise and normalise that violence, and deny women's right to safety. Men are overwhelmingly the perpetrators of gender-based violence. To see violence truly eliminated, the attitudes of men need to change. Shifting these behaviours is hard and slow, but gender equality means all of us, and working with all genders is the only way to see true change.

What can you do?

Raise your voice, take on an event or lobby your MP. You can also start by challenging sexism and gender inequality in your own life.

Here are some other ways you can get involved:

- Learn more about violence against women using this [UN Women infographic](#).
- Get friends and colleagues together and #GoOrange during the 16 days! Orange is a symbol of a future free from violence against women and girls.
- If you're running an event [add it to the Women Victoria events calendar here](#) or feel free to put it on the [Victorian Women's Trust's events calendar here](#).
- Check out [Respect Victoria's website here](#).
- Download a [Take Action Toolkit for the 16 days here](#).
- Start conversations about violence against women in your networks and amongst family and friends.

We can all do something, no matter how small, to help eliminate violence against women and girls.

Get more information about 16 Days of Activism at the Victorian Women's Trust:

<https://www.vwt.org.au/16-days-of-activism/> or visit the [Victorians Against Violence website](#).

APHEDA vs Asbestos

Union Aid Abroad – APHEDA is proud to be part of a global campaign of trade unions and activists working hard to ban asbestos in Asia. 2018 has been a big year with significant campaign wins and building momentum in Vietnam, Cambodia, Laos and Indonesia. At a global level, we have also seen bans announced in Brazil and Canada, weakening the reach of the asbestos industry. We think 2019 is going to be even bigger!

[Your support can help make 2019 the tipping point in the campaign to end asbestos.](#)

Key facts about asbestos:

- Biggest importers: India, Indonesia and Vietnam.
- Heaviest users per head of population: Laos and Sri Lanka.
- Total number of deaths per year in Asia: 58,542 (2016, Global Burden of Disease estimates). This number will increase in the coming decades reflecting a big jump in use over the last two decades.

Momentum is building as more countries move towards banning asbestos, and as the understanding of the dangers of asbestos grows. But the asbestos industry is pushing back hard to stop or delay bans.

Together with community organisations, unions, and activists, we can confront the asbestos industry head on and push the campaign to end asbestos further.

[Show your Solidarity! Make a tax-deductible donation today and let's make 2019 a tipping point in the campaign to ban asbestos!](#)

Psychologists: If you need help at work you need the VPA Inc.

If you are a psychologist and not in the VPA, you are taking unnecessary risks with your reputation and career. [Download an application form and join today.](#)

Common beaches of employment entitlements and negotiation of enterprise agreements

The VPA routinely assists members over issues such as harassment and bullying, under classification, organisational re-structuring, incorrect calculation of leave entitlements and health

and safety. In addition, it negotiates enterprise agreements for psychologists in the public and private sectors to ensure that rates of pay and conditions remain up to date.

Support the Healthy Futures campaign



The Union strongly believes that climate change is union business. We know that climate change threatens our health by increasing the risks of heatwaves, bushfires, droughts and storms, displacing people and straining our health systems.

And right now HESTA and First State Super (FSS), Australia's biggest health industry super funds, are investing our money in fossil fuels - coal, oil and gas.

Join us in asking HESTA and FSS to divest from fossil fuels at www.healthyfutures.net.au/divest.

Stopping Gendered Violence at Work

Far too often women are attacked, harassed and threatened in their workplaces. And it needs to stop. That's why the Union is fighting back against gendered violence in the workplace – it's a very serious occupational health and safety issue.

Gendered violence is like a disease in our workplaces. Working women's experience of violence at work indicates that the problem of gendered violence is endemic in our workplaces.

Sign up to support the campaign at: <http://www.unionwomen.org.au/stopgv>

Do you need access to Domestic Violence services?

If you're experiencing domestic violence and need help, here is a list of Victorian services which may be able to assist you.

[Safe Steps \(formerly Women's Domestic Violence Crisis Service of Victoria\)](#)

[Aboriginal Family Violence Prevention and Legal Service Victoria \(FVPLS\)](#)

[Centre Against Sexual Assault \(CASA\) Forum](#)

[Community Legal Centres](#)

[Court Network](#)

[Domestic Violence Victoria](#)

[Elder Rights Advocacy \(ERA\)](#)

[Elizabeth Morgan House Aboriginal Women's Service](#)

[inTouch Multicultural Centre Against Family Violence](#)

[Men's Referral Service](#)

[No To Violence](#)

[QLife Australia](#)

[Seniors Rights Victoria \(SRV\)](#)

[The Jewish Taskforce Against Family Violence](#)

[Victoria Legal Aid \(VLA\)](#)

[Victorian Aboriginal Child Care Agency](#)

[Women with Disabilities Victoria \(WDV\)](#)

[Women's Housing Ltd](#)

[Women's Information Referral Exchange \(WIRE\)](#)

[Women's Legal Service](#)

[Women's refuges](#)

Worth Reading: More than 60% of Australian women have experienced sexual harassment at work – survey

“Some 61% of women and 35% of men have reported experiencing sexual harassment at work in a survey conducted by Australia’s peak union body.

Since 18 September more than 7,500 people have participated in the [Australian Council of Trade Union’s \(ACTU\) survey](#) on workplace harassment, which will continue to collect workers’ experiences until the end of November.

The preliminary results, released on Wednesday, reveal the widespread nature of sexual harassment in the workplace as unions lobby for the Fair Work Commission to gain powers over workplace disputes including harassment.”

Read the entire article in The Guardian Australia at:

<https://www.theguardian.com/world/2018/nov/14/more-than-60-of-women-in-union-survey-report-workplace-harassment>

Join the Union

Are your workloads increasing? Are your stress levels increasing? Are you doing longer hours at work? Join the Union today!

To protect our professions and stand up for our rights at work we must strengthen our collective voice by increasing our membership. You can help by sharing one of the images below on Facebook.



[Share on Facebook](#)



HERE'S SOMETHING TO ANALYSE:
**WE GOT PSYCHOLOGISTS A PAY
INCREASE OF 3.25% P.A.**

[Share on Facebook](#)



WE WON PHARMACISTS AN EASY
TO SWALLOW **3.25% PER YEAR
PAY INCREASE.**

[Share on Facebook](#)

Your Union is on Facebook

Keep up to date with what's happening by liking us on Facebook

[Medical Scientists Association of Victoria](#) | [Victorian Psychologists Association Inc](#) | [Association of Hospital Pharmacists](#)

Get the most out of the Union's website

The Union's website has a number of special features for members. These features, like the Members section and the Forums, require you to have a log-in and password.

But to ensure that your privacy is protected we have created the website in such a way that you will need a separate log-in and password for the Members section and the Forums section. It might seem to be inconvenient but it does better protect you and your private information. It also means that we can be more certain about the source of a hack if such an event is ever to arise.

Australian Unions Member Benefits app

Over the last month Australian Unions launched some new and exclusive Member Benefits - did you see our recent email telling you about this? If not, check your inbox! Search for "Lifestyle Rewards" for your login code.

Our program has expanded to include:

- Discounted movie tickets for Village, Hoyts, Palace and Event cinemas.
- Discounted electronic gift cards including major theme parks, zoos and aquariums.
- A discounted accommodation booking site.
- A new secure member only website and smart phone app.

All this is free to all members of affiliated unions. If you have not got a login and would like join in [register for Member Benefits now.](#)



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